

# Phi Sigma Phi Summary

(For General Counsel)

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Prepared by Tom Idema & Joe Finney

November 1, 2018

## Overview

Phi Sigma Phi Fraternity has been at CMU since the Fall of 1995. The national organization was established in 1988. It is a very small national fraternity (11 chapters currently listed on their website), although it has a fairly large presence at CMU (At the end of the Spring 2018 semester there were 50 members). Mt. Pleasant Police had received a number of complaints about the group when they had a house north of campus. At some point that house was in such poor condition, the chapter had to find a new home, and they were eventually able to move to the clubhouse at Deerfield Apartments south of the CMU campus and in Union Township (This location had been vacated after Lambda Chi Alpha was suspended by the University).

Over the history of the fraternity at CMU, there were numerous rumors and accusations of sexual assaults, people being drugged at Phi Sigma Phi social events, and misuse of alcohol. For a majority of the reports, nothing came from these accusations and rumors, because no one was ever willing to be a witness/complainant and proceed with filing an official report. It is assumed they were concerned about retaliation from Phi Sigma Phi.

Based on the complete body of incident reports, going back to 2006, the University has determined there is significant concern that the group's activities and behaviors are dangerous and pose a credible threat to members of the CMU and greater Mount Pleasant community. According to the US Office of Civil Rights (OCR), "if a school knows or reasonably should know about sexual harassment or sexual violence that creates a hostile environment, the school must take immediate action to eliminate the sexual harassment or sexual violence, prevent it's recurrence, and address its effects". In addition, OCR provides guidance that "even if a student or his or her parent does not want to file a complaint or does not request that the school take any action on the student's behalf, if a school knows or reasonable should know about possible sexual harassment or sexual violence, it must investigate to determine what occurred and then take appropriate steps to resolve the situation".

To this end, the University believes that it must act, with or without the cooperation of complainants and witnesses, to permanently revoke the fraternity's recognition as an RSO on the basis of the safety of the university community.

Vice President Steven Johnson, after careful consideration and consultation with the offices of Student Conduct, the President's Office, CMU Police Department, University Communications, Student Affairs, General Counsel, Civil Rights and Institutional Equity, Student Activities and Involvement, and Sexual Aggression Services, determined that the process of removing Phi Sigma Phi should commence.

What follows is a list of the incidents involving Phi Sigma Phi from 2006 to the present.

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**Incident Report Number** [REDACTED]

**Incident Date** [REDACTED]

**Incident Report Submitted:** N/A

**Incident Summary:**

A Central Michigan University Student emailed Tom Idema about her boyfriend who was going through the new member process with Phi Sigma Phi. The student alleged that PSP was hazing new members. There is also an incident report from Residence Life where a student was transported to the hospital. This incident occurred in [REDACTED] Hall. The student who was transported [REDACTED] was a new member of PSP.

- [REDACTED]
- Tom Idema received the email from the concerned student
  - Tom Idema emailed Tony Voisin about the situation

- [REDACTED]
- Meeting with Tony Voisin and [REDACTED] PSP President

- [REDACTED]
- Meeting with Tony Voisin and [REDACTED] It appears that [REDACTED] met with Voisin but [REDACTED] did not attend any follow up meetings. Student Life attempted to schedule a follow up meeting with [REDACTED] but it is not clear if he ever responded.

- [REDACTED]
- Tom Idema received an email from [REDACTED] about her boyfriend, who is a new member of PSP. [REDACTED] stated that her boyfriend was transported to the hospital and that her boyfriend was not honest about what happened with his fraternity.

- [REDACTED]
- Tom Idema sent Tony Voisin the email that Idema received from [REDACTED]

**Incident Conclusion:**

Tony Voisin sent [REDACTED] a letter on [REDACTED]. This incident was resolved at the CPO level and it did not go to a hearing. PSP was found in violation of Section 3.2.25 – Violation

of Registered Student Organization Alcohol Regulations. PSP was placed on disciplinary probation until the end of the 2006-2007 academic year. It is unknown if anyone talked to other members of PSP or if the hazing allegations that were reported by ██████████ were ever addressed.

The female who first emailed Tom Idema stated that she and her boyfriend (new PSP member) were unwilling to testify because she was concerned with being a "target" for the fraternity. She also stated in her email that this incident needed to be addressed because "...someone is going to end up dead." ██████████ also stated a similar concern in her email regarding safety of the members "...Who knows what other acts will go on and if any of the pledges will end up in the hospital again, or dead for that matter...".

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault
- 3.2.19 – Hazing

**Incident Report Number** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** Unknown, this is a Legacy Report

**Incident Summary:**

Over the course of the [REDACTED] academic year, the [REDACTED] RHD and RA/MA staff observed students who were joining Phi Sigma Phi fraternity engage in underage and excessive drinking. The student observed were [REDACTED] Four Star Rez reports were submitted but OSC does not have access to these reports. In addition to the Star Rez reports, numerous observations were documented by staff with regards to hazing and underage drinking. Examples include:

- PSP members received similar haircuts at the PSP house
- PSP members were intoxicated in the residence halls
- PSP members admitted, on more than one occasion, to drinking alcohol at the PSP house
- One member reported that after drinking at the PSP house he jumped out of a fraternity brother's car, hall staff observed his injuries
- PSP members asked for toilet paper at the front desk because they had to clean the fraternity house
- Two members were observed covered in mud and reported they went hiking in the woods with their fraternity brothers
- One member told the RA that PSP members held down his arms, put a tube in his mouth, and made him drink alcohol

**Incident Conclusion:**

The Office of Student Conduct has no additional records of how this behavior was addressed. There is no record of any conversations with PSP or additional follow up with the new members.

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault
- 3.2.13 – Alcohol
- 3.2.19 – Hazing
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** Unknown, this is a Legacy Report

**Incident Summary:**

Residence Life Staff, in the Towers, observed a female, [REDACTED] being carried into the building by two unknown individuals. Staff confronted the two individuals who stated they just brought [REDACTED] home. While staff was questioning the two individuals, they told staff they needed to leave and left. Staff attended to [REDACTED] who was intoxicated. [REDACTED] told staff that she had consumed alcohol at the PSP house. [REDACTED] roommates also stated that they observed [REDACTED] consuming alcohol at the PSP house.

**Incident Conclusion:**

OSC has no record of what happened with [REDACTED] OSC has no record regarding any conversations with PSP or the two unknown individuals.

**Potential Code Violations:**

- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations



**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** Unknown, this is a Legacy Report

**Incident Summary:**

Residence Life Staff confronted a room due to a loud argument. Staff was told that the argument involved [REDACTED] (PSP Member). It had been alleged that [REDACTED] had raped an unknown female. It was later learned that [REDACTED] had videotaped the sexual encounter and had shared the video with his fraternity members and his roommates. [REDACTED] explained to staff that he did not rape the female in question, however, he admitted to sharing the video with other people.

**Incident Conclusion:**

OSC has no record of what happened with the unknown female student or with [REDACTED]. OSC has no records regarding any conversations with [REDACTED] the unknown female, witnesses, or anyone else from PSP. The original report did not list the location of the incident. OSC was able to confirm with Residence Life that [REDACTED] lived in [REDACTED] Hall during the [REDACTED] semester.

**Observations:**

This supports the rumors that OSC and SAPA has heard that members of PSP videotape/record sexual encounters and then shares them with the fraternity. This will come up again later in this report.

**Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy

**Incident Report Number** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** Unknown, this is a Legacy Report

**Incident Summary:**

[REDACTED] a [REDACTED] Hall Resident, approached staff and stated that she had been physically assault at the Phi Sigma Pi house and wanted to file a report [REDACTED] later stated that [REDACTED] and his guest, attacked her and hit her in the face and abdomen which resulted in her going to the hospital. The guest told staff the incident was related to a “revenge” from a prior altercation.

**Incident Conclusion:**

OSC has no record of what happened with the [REDACTED] the guest, or any other witnesses. Although the report says Phi Sigma Pi house, to OSC’s knowledge, there is no Phi Sigma Pi House. It is possible that staff meant to type the Phi Sigma Phi house, however, we have no record of any follow up with anyone involved. There may be a police report, however, OSC does not have a copy, if it exists.

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted** [REDACTED]

**Incident Summary:**

Sigma Kappa sorority reported that Phi Sigma Phi stole two composites, sorority letters, a large trophy, and various other items from their sorority house. Mount Pleasant Police Department recovered the stolen items.

- Marilyn Titus sent [REDACTED] (PSP Member) an email notifying him of his CPO meeting on [REDACTED]

- CPO Meeting for [REDACTED] OSC has no record about this CPO meeting.
- Marilyn Titus sent [REDACTED] an email notifying him of his CPO meeting on November 2, 2011

- CPO Meeting for [REDACTED] OSC has no record about this CPO meeting.

**Incident Conclusion:**

There is an incident summary from [REDACTED] that states, [REDACTED] *is not currently attending CMU. Case closed per lack of cooperation from Sigma Kappa with MPPD.* In the police report, it was documented that PSP had contacted [REDACTED] Sigma Kappa member. [REDACTED] reported the initial incident to police. MPPD advised PSP to stay away from [REDACTED] reported to MPPD that she had no intention of changing her mind regarding the criminal complaint.

It is unknown why [REDACTED] stopped cooperating with MPPD. It could have been pressure from PSP, Sigma Kappa, or both. It was documented by MPPD that PSP was trying to contact [REDACTED]

**Potential Code Violations:**

- 3.2.10 – Theft

- 3.2.25 – Violation by Registered Student Organizations
- 3.2.29 – Violation of Federal/State/Local Law

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

[REDACTED] Hall staff observed a resident, [REDACTED], being escorted into the building by [REDACTED]. After getting [REDACTED] to her room, [REDACTED] and [REDACTED] told staff that they had both consumed jungle juice at the Phi Sigma Phi house. Staff later called EMS to check on [REDACTED] due to her level of alcohol intoxication.

- [REDACTED]
- RHD sent an email to both [REDACTED] requesting a meeting to meet with both students individually on [REDACTED]

- [REDACTED]
- Drinker's Check-Up for [REDACTED] completed by Deanna Johnson

**Incident Conclusion:**

Residence Life handled the situation concerning the two students who consumed alcohol at the PSP house. This issue resulted in a Drinker's Checkup, OSC has no record that this information was ever referred to OSC or to Greek Life. There is also no record that OSC or Greek Life followed up with the students. During this time period, OSC did not "take" cases away from Residence Life. This was an amnesty case, Residence Life was not focused on PSP.

**Potential Code Violations:**

- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

The Office of Student Conduct was notified of an attempted sexual assault being committed by member(s) of Phi Sigma Phi. This information was shared via Steve Thompson. The only information that was shared is that PSP used GHB to drug women. Before a sexual assault could occur, others stepped in and removed the woman from the situation.

**Incident Conclusion:**

The OSC has no additional information. We have no record that names were provided, therefore, there was no follow up.

**Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.12 – Controlled Substances
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted** [REDACTED]

**Incident Summary:**

Tom Idema received an email from [REDACTED] regarding a picture on Facebook that involved PSP. Idema sent the information to Erica Johnson and Damon Brown, Office of Student Activities and Involvement.

January 10, 2013 –

- Meeting with Shaun Holtgreive, Tom Idema, [REDACTED] (PSP member). Idema said a second PSP member attended the meeting with [REDACTED] he thinks that it was the PSP recruitment chair.

**Incident Conclusion:**

The OSC did not file a report for this incident. The information was attached to the PSP main profile in Advocate. The information was referred to SAI. Idema remembers the meeting with Holtgreive and PSP. PSP stated the photo was a stock photo that other people have used. PSP received a verbal warning and that they should use better judgement. They were also told to remove the picture from Facebook.

**Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

A resident of [REDACTED] Hall had a conversation with RA [REDACTED]. The resident disclosed that she had recently consumed alcohol at the Phi Sigma Phi house and was intoxicated. The resident stated that she blacked out for a few hours. After the resident blacked out, she found one of her friends who stated they would take care of her. The resident stated she woke up around 6:00am the next morning at the fraternity house in a bed next to her friend/the attacker. The resident asked what happened and the attacker told the resident they had sex. The resident stated she could not remember anything about the sexual intercourse or various other things about the night. The attacker showed the resident the condom that was used during the sexual intercourse as proof they had sex. The attacker stated that they should have sex again. The resident and the attacker had sex again. The resident told the RA that there was still alcohol in both the attacker's and the resident's system when they had sex that morning. The resident agreed to go see a Counselor in Residence (CIR).

**Incident Conclusion:**

RHD Jarrod Becht submitted proper paperwork to OCRIE, Residence Life, and to the RA for the Survivor. The OSC has no other records of contact for anyone listed in the report. OCRIE would have received a copy of the Sexual Aggression Form (3 carbon copies). OSC has no record that the student ever contacted OSC. OSC contact information is on the form. OCRIE may have additional information.

**Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations



Incident Report Number [REDACTED]

Incident Date [REDACTED]

Incident Report Submitted [REDACTED]

#### Incident Summary:

[REDACTED] reported to her RA [REDACTED] that a Phi Sigma Phi member named [REDACTED] had been harassing her for several months. [REDACTED] stated she had informed PSP about [REDACTED] and that PSP had attempted to "jayboard" him, however [REDACTED] would never show up. [REDACTED] notified the police about [REDACTED] following a bar fight where [REDACTED] tried to fight a guy that [REDACTED] had been talking to. The incident report states that the police would follow up.

- RHD stopped by [REDACTED] room, but she was not home

- RHD called [REDACTED] room, no one answered

- RHD saw [REDACTED] on the [REDACTED] floor of [REDACTED] Hall [REDACTED] signed up for a meeting on [REDACTED] at 2:00pm. [REDACTED] did not show for the meeting.

- RHD sent [REDACTED] an email via Advocate (email is included) requesting a meeting

- Officer Tim Prout (CMUPD) emailed Kim Voisin and stated that he had handled the complaint and that the incident was resolved

#### Incident Conclusion:

CMUPD has a police report about this, [REDACTED] The notes from the RHD state that this was handled as a CARE Report. OSC has no other information about this incident. OCRIE may have additional information. CMUPD stated the incident was resolved and this was never referred to OSC. This appears to be a situation between two students, but what action did PSP end up taking against [REDACTED]

**Potential Code Violations:**

- 3.2.7 – Threat/Endangment/Assault
- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy

Incident Report Number [REDACTED]

Incident Date [REDACTED]

Incident Report Submitted [REDACTED]

**Incident Summary:**

The Isabella County Sheriff's Department notified the Office of Student Conduct about an incident that occurred at the Phi Sigma Phi house in Deerfield Apartments. While clearing the party out, an attendee [REDACTED] ran towards the door, said "fuck em" and slammed the door on deputies [REDACTED] was arrested for Resist and Obstructing an Officer Causing Injury, Attending a Nuisance Party, and MIP of Alcohol. Two hosts [REDACTED] were arrested for Hosting a Nuisance Party and three PSP affiliates were cited for Attending a Nuisance Party.

- CMUPD referred additional information to OSC regarding the police reports. OSC received the police reports from ICSD via CMUPD.


- OSC sent an email to [REDACTED] requesting that he call the OSC to schedule a meeting




- OSC sent an email to [REDACTED] requesting that he call the OSC to schedule a meeting

- OSC sent [REDACTED] an email, confirming his CPO meeting on May 8, 2015 with Tom Idema

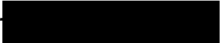
- CPO meeting with [REDACTED] and Tom Idema

- OSC sent decision letter [REDACTED] accepted a suspension until the end of the Fall 2015 semester.

- 
- Tom Idema entered a note, closing the case for PSP

- 
- Joe Finney entered a note, closing the case fo 
  - Joe Finney entered a note, closing the case fo 

**Incident Conclusion:**

OSC did not follow up with other individuals or PSP. PSP National Office instructed members not to talk to anyone without an attorney present. At the time, OSC felt the best way to handle this report was to address the situation that occurred with 

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault (Rambo Jr. was found in violation)
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

[REDACTED] father of [REDACTED] emailed the President's Office that his son was assaulted at the Phi Sigma Phi house, located at [REDACTED] went to the hospital due to a fractured nose, bloody/split/swollen lip, and several contusions/abrasions on his face.

- [REDACTED]
- OSC spoke to [REDACTED] about setting up a meeting on [REDACTED] to discuss the incident

- [REDACTED]
- Tom Idema met with [REDACTED]. [REDACTED] did not want to press any charges with the police or through the university.

**Incident Conclusion:**

Based on the conversation with [REDACTED], the OSC closed the case

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

The Office of Student Activities and Involvement notified OSC that eleven students dropped out of the Phi Sigma Phi new member process.

**Incident Conclusion:**

This report was submitted near the end of the semester. The plan was to set up meetings with the students in January of 2016. The OSC has no records that this happened. We believe that we forgot about this case. The case was later closed in May of 2016.

**Potential Code Violations:**

- 3.2.19 - Hazing

Incident Report Number [REDACTED]

Incident Date [REDACTED]

Incident Report Submitted [REDACTED]

**Incident Summary:**

A CMU student, [REDACTED] reported to her RA that she was sexually assaulted at the Phi Sigma Phi house during the Central Michigan football game. The social event was part of a four way social between Phi Sigma Phi, Zeta Tau Alpha, Phi Sigma Sigma, and Sigma Pi.

- OCRIE sent [REDACTED] the resource information via email
- [REDACTED] went to the hospital for a SANE Exam and met with the Michigan State Police

- Search Warrant executed by MSP at the PSP house

- OCRIE meeting with [REDACTED] *This needs to be confirmed with OCRIE.*
- Joe Finney notified Lt. Wassman (CMUPD) for Clery purposes

- OSC emailed and called [REDACTED] to set up a meeting. [REDACTED] never responded to OSC's request.

- Meeting with the PSP President, [REDACTED] was originally scheduled for [REDACTED]

- Meeting with PSP President, [REDACTED] Tom Idema, Joe Finney, and David Brittain (OCRIE). During the meeting, OSC requested documentation from PSP regarding the social event.

- PSP provided the requested documentation

- Idema sent PSP documentation to OCRIE

- OCRIE entered a note in Advocate stating that the Complainant met with OCRIE to discuss the investigation process but never followed up with OCRIE. OSC does not have access to OCRIE's files. OCRIE should have more information regarding their meeting and contact attempts with

#### **Incident Conclusion:**

This situation was referred to OCRIE. OCRIE wanted to investigate the sexual assault and OCRIE wanted OSC to investigate the fraternity. There are several emails between Tom Idema and Kathy Lasher about how to proceed. There is also information in the Advocate report from Residence Life Staff that talks about how roommate is friends with members of PSP. It appears as though the roommate was sharing information with members of PSP. According to the note in Advocate, was told that PSP was instructed not to talk to her. We think it is fair to say that regardless of PSP intentions, the members probably influenced willingness to move forward.

OSC met with the President of PSP. PSP provided the requested documentation regarding the social event that occurred on 2016. OSC did not pursue any violations under the code with regards to PSP. OSC felt this was more of an OCRIE issue than a OSC issue. OSC never received a response from to get more information about what she did at the party. This conversation would have been about the alcohol she took, was she on the guest list, did they check her ID, not about the sexual assault. Without her willingness to participate, OSC felt there was not enough information to move forward.

#### **Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations



**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted** [REDACTED]

**Incident Summary:**

A mother, who would not provide her name, called the Office of Student Activities and Involvement and stated that her son was being hazed by Phi Sigma Phi.

Unknown Date: Tom Idema remembers having a conversation with the mom, who called OSC. Idema advised the mom to talk to her son and advised that he should quit PSP if he felt he was in danger. The mom would not give her name or her son's name to Idema. Idema told mom about the role of OSC and how OSC can help. Mom was very concerned about her son.

**Incident Conclusion:**

The mom did not provide a name or any specifics about the alleged hazing. OSC did not reach out to PSP since there was not a lot of information to go on. OSC does not have any record that SAI followed up or if any additional conversations with PSP/SAI took place. OSC closed the case.

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault
- 3.2.19 – Hazing

Incident Report Number [REDACTED]

Incident Date [REDACTED]

Incident Report Submitted [REDACTED]

**Incident Summary:**

Residence Life Staff was notified that a CMU student [REDACTED] needed medical attention. It was learned that [REDACTED] had attended a party at Phi Sigma Phi. [REDACTED] reported that she consumed two Smirnoff ice, wine, and some shots. Her roommate, [REDACTED] also attended the party but she did not drink because she did not trust the alcohol.

- Joe Finney changed the incident type from Residence Life Staff to Sexual Misconduct

- OCRIE sent [REDACTED] a resource letter via email

- The original report stated Pi Sigma Phi. OCRIE confirmed it was Phi Sigma Phi.

January 19, 2017 –

- RHD [REDACTED] met with [REDACTED] stated this was a PSP/Sorority event. [REDACTED] stated PSP had provided alcohol to attendees. [REDACTED] stated that her toxicology report confirmed she had a date rape drug in her system.

- CMUPD Officer Kip Williams followed up with RHD [REDACTED] Officer Williams stated that [REDACTED] did not want anything to do with the police regarding the date rape drug incident.

- [REDACTED] completed her Drinker's Check Up with the Counselor in Residence

**Incident Conclusion:**

OCRIE sent [REDACTED] a resource letter. OCRIE would have more information about their contact attempts and meetings with [REDACTED] indicated to CMUPD that she did not want to pursue any legal action. We do not know why. OSC believes that [REDACTED] is in a sorority but OSC does not know which one. Although this case was not marked as Sexual Misconduct when it was submitted, OCRIE got involved when the case was reviewed by OSC. OSC did not take any action because it was referred to OCRIE.

We feel it is possible that PSP and/or her sorority probably influenced her decision about whether or not to move forward.

**Potential Code Violations:**

- 3.2.12 – Controlled Substances
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

University Recreation notified the Office of Student Conduct about a situation that occurred after the Phi Sigma Phi and Phi Kappa Tau floor hockey game. PSP members tried to rush the floor after PSP defeated PKT. Spectators did not comply with UREC Staff. Some spectators were believed to be intoxicated and yelled obscenities at staff. UREC Staff told the spectators to leave and they were not allowed to take a photo. The spectators eventually left after UREC Staff threatened to call CMUPD.

**Incident Conclusion:**

This incident was between University Recreation, the Office of Student Activities and Involvement, and Phi Sigma Phi. The Office of Student Conduct did not get involved but was consulted. OSC decided to let University Recreation handle it. PSP ended up losing the championship title due to their behavior and the behavior of the spectators after the game.

**Potential Code Violations:**

- 3.2.13 – Alcohol
- 3.2.31 – Violations of University Regulations

Incident Report Number: [REDACTED]

Incident Date: [REDACTED]

Incident Report Submitted: [REDACTED]

**Incident Summary:**

Two members of the Collegiate Panhellenic Council [REDACTED] spoke with Jordan Borchert, Office of Student Activities and Involvement [REDACTED] reported that Phi Sigma Phi drugs women at their social events. Examples of this include putting Xanax in drinks and putting drugs inside a wine bag and passing the bag around. [REDACTED] also stated they heard a rumor that in order for a new member to complete their initiation into PSP, they have to drug a woman. [REDACTED] stated they did not know what to do and they did not want to be bystanders.

[REDACTED]

- Tom Idema and Joe Finney met with [REDACTED] [REDACTED] provide more information regarding rumors they have heard as well as situations they have observed where women have had negative reactions after consuming alcohol at PSP events. They provided additional names that were eventually forwarded to OCRIE. Idema talked about the role of OSC and OCRIE. Idema advised that OCRIE would follow up with [REDACTED] and the other women they mentioned.

[REDACTED]

- OCRIE met with [REDACTED] OSC was not present for this meeting. OCRIE provided a summary of the conversation with [REDACTED] [REDACTED] stated she was raped by a member of PSP named [REDACTED] sometime in the fall of [REDACTED] [REDACTED] provided the names of students who had a bad experience at PSP as well as additional allegations that involve alcohol and violations of university regulations.

[REDACTED]

- Mary Martinez and Joe Finney met with [REDACTED] [REDACTED] talked about her experiences with PSP. [REDACTED] talked about a situation in [REDACTED] where she shared a beer with [REDACTED] that was given to her by a guy at the party. The party was not at the PSP main house, but she thinks it was somewhere on Main Street. [REDACTED] was told that she puked that night and that a guy carried her home. [REDACTED] stated that nothing else happened to her after she left the party.

- OSC tried to contact [REDACTED]. [REDACTED] said she was unsure about coming in. [REDACTED] said she would call OSC back. OSC also called [REDACTED] and left a voicemail.

- OSC left a voicemail with [REDACTED]. [REDACTED] did not respond. OSC left a voicemail with [REDACTED].

- OCRIE referred this back to OSC. OCRIE noted they had attempted follow up with seven female students. None of the seven ever responded to OCRIE's request. It should be noted that [REDACTED] both declined to meet with OCRIE. OCRIE should have more information regarding their contact attempts.

- OCRIE referred this back to OSC because of insufficient information

#### **Incident Conclusion:**

OSC and OCRIE both tried to follow up on the information that was provided by those who were willing to talk. For reasons we do not know, they either declined to meet, did not respond, or stopped communicating with OSC and OCRIE. It is interesting that both [REDACTED] who seemed eager to do something about PSP, declined to meet with OCRIE. Although significant initial information was provided, due to a lack of participation by the providers of that information, OSC did not have enough information to move forward with violations under the code of conduct.

#### **Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.12 – Controlled Substances
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Reported Submitted:** [REDACTED]

**Incident Summary:**

A CMU student, [REDACTED] reported to Residence Life Staff that she had gone to the room of [REDACTED] [REDACTED] said that she went to [REDACTED] Hall to hook up with [REDACTED] and [REDACTED] took photos of them while they were having sex.

[REDACTED] reported that [REDACTED] shared the photo in a group message to his PSP fraternity brothers.

Please read the incident report for more information about the sexual encounter and the sharing of the photo.

- [REDACTED]
- Tom Idema checked the security cameras and uploaded screenshots to Advocate

- [REDACTED]
- Tom Idema emailed Lt. Klaus and Lt. Sienkiewicz regarding OCRIE's request for restriction letters. Lt. Klaus provided an update on the criminal investigation.

**Incident Conclusion:**

This is an open OCRIE investigation. OCRIE should have more information regarding the involved individuals. This is not the first time we have heard that photos have been shared. SAPA has shared that they have heard these rumors for years.

**Potential Code Violations:**

- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.2.5 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

The Phi Mu Philanthropy Chair, [REDACTED] emailed Jordan Borchert about an incident that two of her sorority sisters experienced at the PSP chapter meeting. The PSP members made animal noises and said some rude remarks.

Unknown Date –

- Jordan Borchert followed up with the Phi Mu President. The Phi Mu President told Borchert that one sorority member wanted to file a report but the other did not because one of the members has an uncle who is an alumni of PSP. The one member who wanted to file a report, later changed her mind.

- [REDACTED]
- Galen Miller, IFC President, sent an email to [REDACTED] apologizing for the incident on behalf of IFC. [REDACTED] responded to Miller.

- [REDACTED]
- Miller forwarded the information to Damon Brown, SAI. Brown shared the information with Tom Idema, Tony Voisin, and Shaun Holtgreive. Brown suggested a meeting with PSP and Holtgreive.

- [REDACTED]
- Holtgreive replied in an email “works for me, set it up”

**Incident Conclusion:**

This was not an OSC case. SAI planned to set up a meeting between Shaun Holtgreive and PSP to put them on notice about their behavior. The OSC does not have any additional information about whether or not the meeting occurred. This information was also referred to OCRIE, please refer to OCRIE for more information. Again, pressure from either the sorority, PSP, or both, likely influenced outcome.



**Incident Report Number** [REDACTED]

**Incident Date** [REDACTED]

**Incident Report Submitted** [REDACTED]

**Incident Summary:**

The Isabella County Sheriff's Department notified the Office of Student Conduct that a large party took place at the Phi Sigma Phi house on St. Patrick's Day. It was later learned that the PSP President was arrested for Attending a Nuisance Party. This was a social event between Phi Sigma Phi, Delta Zeta, Phi Sigma Sigma, and Zeta Tau Alpha.

- [REDACTED]
- Joe Finney emailed ICSD to confirm that police responded to PSP. OSC received the police report from CMUPD.

- [REDACTED]
- OSC sent [REDACTED] an email, notifying PSP of the alleged violations and the date/time of the CPO meeting for PSP.

- [REDACTED]
- CPO meeting for PSP with [REDACTED] and Joe Finney
  - Jordan Borchert sent OSC pictures from social media

- [REDACTED]
- Tricia Case called [REDACTED] (PSP) and left a voicemail.

- [REDACTED]
- Tricia Case called [REDACTED] (PSP). [REDACTED] politely declined to meet since he's not getting more information and since he's not in trouble individually.
  - Tricia Case called [REDACTED] (PSP). Phone number was busy.
  - Tricia Case called [REDACTED] (PSP) at 3:30pm. Voicemail was full.
  - Tricia Case called [REDACTED] (PSS) and left a voicemail. [REDACTED] called back and schedule an appointment for May 2 @ 1:15pm.
  - Tricia Case talked to [REDACTED] [REDACTED] emailed back and confirmed to meet with Finney on April 30 @ 9:30am.

- Tricia Case called [REDACTED] [REDACTED] answered, scheduled for April 30 @ 10:35am.
- Tricia Case called [REDACTED] (PSP). Phone number not working. Sent email.
- Tricia Case talked to [REDACTED] (PSP). [REDACTED] will check exam schedule and let Case know by 5:00pm. [REDACTED] called at 4:50pm, confirmed to meet with Finney on April 30 @ 1:15pm.
- Tricia Case left voicemail for [REDACTED] (PSS). [REDACTED] called back and confirmed to meet with Finney on April 30 @ 4:00pm.
- Tricia Case called [REDACTED] (PSP) at 4:00pm [REDACTED] answered and then hung up. Case called again and voicemail was full. Case sent an email to [REDACTED]

- Senior Send Off, [REDACTED]'s accident @ 503 S. Main St

- Joe Finney met with [REDACTED] and [REDACTED] about the St. Patrick's Day party.
- Tricia Case sent email to [REDACTED] (PSP)

- [REDACTED] requested the investigation be paused until a later date due to [REDACTED] situation, finals, and leaving for the summer. Finney responded and stated that OSC would follow up in a couple of weeks.
- OSC received a police report from MPPD about 503 S. Main

- [REDACTED] cancelled her meeting for May 2 @ 1:15pm. She went home sick. Case will contact her next week.

- [REDACTED] passed away as a result of his injuries

- Finney notified [REDACTED] that OSC will resume the investigation into the St. Patrick's Day event and that OSC will also be investigating the Senior Send Off. Finney requested a list of members who attended the Senior Send Off.

July 5, 2018 –

- Tricia Case called [REDACTED] (PSP), phone number was disconnected. Case sent him an email
- Tricia Case called [REDACTED] (PSP), left a voicemail and sent an email
- Tricia Case called [REDACTED] (PSP), voicemail was full. Case sent an email
- Tricia Case called [REDACTED] (PSP) and [REDACTED] hung up. Case left a voicemail and sent an email, which was undeliverable since [REDACTED] was academically dismissed in [REDACTED]
- Tricia Case called [REDACTED] (PSP), voicemail was full. Case sent an email
- Tricia Case called [REDACTED] (PSP), Case left a voicemail and sent an email
- Tricia Case called [REDACTED] (PSP), Jurek stated he would look into setting up Skype and he asked Case to call him back after 4:00pm next week.
- Tricia Case called [REDACTED] (PSP), voicemail was full so Case sent an email

- [REDACTED]
- Tricia Case called [REDACTED] (PSP) back, he did not answer

- [REDACTED]
- Joe Finney sent [REDACTED] an email, advising that OSC has tried contacting members of PSP. Finney provided a deadline of July 27, 2018 for a response.

- [REDACTED]
- Tricia Case called [REDACTED] (PSP), phone number was disconnected. Case sent him an email
  - Tricia Case called [REDACTED] (PSP), [REDACTED] answered "I was only in for a semester...would rather not do it"
  - Tricia Case called [REDACTED] (PSP), voicemail was full. Case sent an email.
  - Tricia Case called [REDACTED] (PSP) and left a voicemail and sent an email, which was undeliverable since [REDACTED] was academically dismissed in [REDACTED]
  - Tricia Case called [REDACTED] (PSP), voicemail was full. Case sent an email.
  - Tricia Case called [REDACTED] (PSP), Case left a voicemail and sent an email
  - Tricia Case called [REDACTED] (PSP), voicemail was still full, Case sent an email
  - **Joe Finney received a response from both [REDACTED] and Shawn Head (National Office)**

- [REDACTED]
- Tom Idema, Joe Finney, Tony Voisin, Molly Schuneman, Damon Brown, and Shaun Holtgreive met to discuss the two letters from [REDACTED] and Shawn Head. It was decided to schedule a meeting with General Counsel, University Communications, Student Activities and Involvement, Office of Student Conduct, and Student Affairs, before making any decisions.

- [REDACTED]
- Meeting with Tom Idema, Joe Finney, Tony Voisin, Molly Schuneman, Damon Brown, Shaun Holtgreive, Sherry Knight, and Mary Roy. The decision was made to temporarily suspend PSP and for OSC to move forward with the conduct case (St. Patrick's Day and the Senior Send Off).

- [REDACTED]
- OSC emailed [REDACTED] PSP was temporarily suspended

- [REDACTED]
- [REDACTED] reviewed the redacted Mt. Pleasant Police reports in OSC.
  - OSC received a public report from [REDACTED] who wished to remain anonymous, regarding her concerns with PSP. Her concerns mirrored previous incident reports that had been filed in the past. Based on her statement, Tom Idema requested a meeting with General Counsel, University Communications, Student Activities and Involvement, Office of Student Conduct, Student Affairs, Office of Civil Rights and Institutional Equity, Sexual Aggression Services, President's Office, and CMU Police. See IR# [REDACTED]

- [REDACTED]
- Tom Idema received an email from Dustin Blankenship (PSP National Vice President). Blankenship advised that local members of PSP should be contacting OSC to set up meetings. Blankenship also proposed two chapter mandates as a partial resolution.

- [REDACTED]
- Tom Idema responded to Dustin Blankenship regarding a PSP Philanthropy event. The event was denied.

- [REDACTED]
- Joe Finney met with [REDACTED] (ZTA).

- Joe Finney was supposed to meet with [REDACTED] she looked at her calendar and stated she did not attend the St. Patrick's Day party so she cancelled her meeting.

[REDACTED]

- Tom Idema, Joe Finney, Tony Voisin, Molly Schuneman, Sherry Knight, Mary Roy, Mary Martinez, Kathy Lasher, Brooke Oliver-Hempenstall, Mary Jane Flanagan, and Bill Yeagley, all met to discuss PSP. The decision was made unanimously to remove PSP's status as a Registered Student Organization, with the authority granted in the RSO Manual. OSC was instructed to continue forward with the PSP investigation until further notice. The group would continue to work together to facilitate the details of the decision to PSP.

[REDACTED]

- Tom Idema spoke with Judy [REDACTED] (mother). She knew the group was suspended and wanted to know what was going on.

[REDACTED]

- [REDACTED] emailed Tom Idema about setting up a meeting

[REDACTED]

- [REDACTED] emailed Tom Idema about setting up a meeting
- [REDACTED] emailed Tom Idema about setting up a meeting. Tricia Case called [REDACTED] (PSP). [REDACTED] answered and later followed up with Case. [REDACTED] was scheduled for [REDACTED] This meeting was later moved to [REDACTED]
- [REDACTED] emailed Tom Idema about setting up a meeting. Tricia Case emailed [REDACTED] (PSP), [REDACTED] called back and was scheduled to meet on [REDACTED] @ 3:45pm.
- Tricia Case called [REDACTED] (PSP), Case left a voicemail and sent an email. [REDACTED] called back and was scheduled to meet on [REDACTED] @ 2:30pm.
- Joe Finney met with [REDACTED] (Delta Zeta President). Finney advised that it is unknown at this time if DZ violated university policy. OSC would follow up if OSC feels charges are appropriate.

[REDACTED]

- Tricia Case called [REDACTED] (PSP), Case left a voicemail
- Tricia Case called [REDACTED] (PSP), voicemail was still full, Case sent an email. [REDACTED] called and was scheduled for [REDACTED] @ 3:30pm. This was later moved to [REDACTED] @ 3:00pm.

- Tom Idema and Joe Finney met with [REDACTED] (PSP). [REDACTED] attempted to record the conversation with OSC.
- Tom Idema and Joe Finney met with [REDACTED] (PSP). [REDACTED] attempted to record the conversation with OSC.

- [REDACTED]
- Joe Finney met with [REDACTED] (DZ)

- [REDACTED]
- Joe Finney met with [REDACTED] (DZ)

- [REDACTED]
- Joe Finney met with [REDACTED] (ZTA)

- [REDACTED]
- Joe Finney, Tony Voisin, Molly Schuneman, Damon Brown, Shaun Holtgreive, Sherry Knight, Mary Roy, Mary Martinez, Kathy Lasher, Brooke Oliver-Hempenstall, Mary Jane Flanagan, Bill Yeagley, Steven Johnson, and Heather Smith, met to discuss the letter/press release, that would remove PSP's RSO status.

- [REDACTED]
- Tom Idema met with [REDACTED] (DZ)
  - Tom Idema met with [REDACTED] (DZ)

- [REDACTED]
- Tom Idema met with [REDACTED] (DZ)

- [REDACTED]
- Joe Finney met with [REDACTED] (ZTA)
  - Joe Finney met with [REDACTED] (PSS)

- [REDACTED]
- Steven Johnson sent notification to PSP, removing their RSO status. Based on this decision, OSC closed their investigation into the St. Patrick's Day party and the Senior Send Off.

- [REDACTED]
- Tom Idema spoke with Judy [REDACTED] regarding the letter from Steven Johnson. She stated she and her husband were in complete support of the university.

- [REDACTED]
- Tom Idema spoke with Judy [REDACTED] she advised that MPPD had located [REDACTED] phone.

- [REDACTED]
- IFC, CPC, & NPHC released a joint statement that supported the university's actions regarding PSP.

#### **Incident Conclusion:**

In addition to the contact attempts that are listed above, the OSC called 107 sorority members. A complete list, along with responses, if they answered, is included with the documentation. As a result of Steven Johnson's letter dated October 9, 2018, the OSC closed the investigations into the St. Patrick's Day social and the Senior Send Off.

#### **Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number** [REDACTED]

**Incident Date** [REDACTED]

**Incident Report Submitted** [REDACTED]

**Incident Summary:**

A CMU student, [REDACTED], reported that a fellow CMU student, [REDACTED] was drugged at a Phi Sigma Phi party.

- [REDACTED]
- RHD [REDACTED] met with [REDACTED] reported that she was drugged but her sorority helped her and she was taking to a therapist. [REDACTED] declined to discuss the incident further and thanked [REDACTED] for the resource information.

**Incident Conclusion:**

The student did not state that she was sexually assaulted, therefore, this case was not referred to OCRIE. The RHD tried to get more information but the student did not want to talk about it. We do not know any additional details about the incident. OSC did not have enough information to follow up. It is likely that her sorority pressured her not to report anything for fear of retaliation from PSP.

**Potential Code Violations:**

- 3.2.12 – Controlled Substances
- 3.2.13 – Alcohol
- 3.2.25 – Violations by Registered Student Organizations



**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

A CMU student, who is currently not taking classes, filed a public report with the OSC. The student, [REDACTED] alleged the following regarding PSP:

- Misuse of alcohol
- Hazing
- Drugging students
- Sexual assault
- Students fear of retaliation for coming forward
- Other illegal activity

- [REDACTED]
- Tom Idema sent [REDACTED] an email and asked her to call OSC

- [REDACTED]
- [REDACTED] called Tom Idema

- [REDACTED]
- [REDACTED] called Tom Idema and thanked him for the University's action against PSP

**Incident Conclusion:**

This report was marked as Sexual Misconduct so OCRIE is aware. It is believed that OCRIE also had a conversation with [REDACTED]. During Idema's conversation with [REDACTED] she expressed that she was being pressured by members of her sorority to take down comments about PSP. [REDACTED] explained that she had posted some comments in a private Facebook group that she and her sorority members have.

**Potential Code Violations:**

- 3.2.7 – Threat/Endangerment/Assault
- 3.2.7.1 – Sexual Assault/Sexual Misconduct Policy
- 3.2.12 – Controlled Substances

- 3.2.13 – Alcohol
- 3.2.19 – Hazing
- 3.2.25 – Violations by Registered Student Organizations

**Incident Report Number:** [REDACTED]

**Incident Date:** [REDACTED]

**Incident Report Submitted:** [REDACTED]

**Incident Summary:**

[REDACTED] CMUPD notified the OSC about several issues related to Greek organizations and sound systems that were used during the football tailgate on October 3, 2015. Phi Sigma Phi, Delta Chi, Pi Kappa Phi, and Kappa Sigma were all listed.

PSP used a counterfeited sound permit during the tailgate.

[REDACTED]

- Detective Michael Sienkiewicz emailed Tom Idema, Joe Finney, and Katrina Crawford (SAI) about the incidents
- Crawford requested supporting documentation from CMUPD

**Incident Conclusion:**

Student Activities and Involvement addressed the issues with the organizations, there was no conduct case for any of the organizations.

**Possible Code Violations:**

- 3.2.2 – False Information
- 3.2.25 – Violations by Registered Student Organizations
- 3.2.31 – Violation of University Regulations